



Delivering Business Value Through People... ...Realising Organisational Potential



Organisational Thought Leadership



Team Build & Culture



Recruitment Services



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1. Organisational Thought Leadership

We now know that we sit within an economic sea change which will spell disaster for some organisations but will also present new and exciting opportunities for many others.

Those that will rebound from the current financial turmoil are those who will be able to fully maximise the people potential within their organisations to create sustained strategic, people and customer value.

We work with senior executives to forge powerful working relationships by:

- **Designing and facilitating market proposition, team building and customer engagement programmes soliciting people's opinions in a constructive way and channelling diverse perspectives into a clear and actionable framework**
- **Advising on and delivering, recruitment strategies that capitalise upon cost effective approaches which identify, attract and select the most qualified and appropriately skilled people**

Our unique approach and finely crafted content enable our programme delivery and HR expertise to facilitate constructive dialogue around the creation of people and business value.

We are able to provide objective advice and guidance on executive team selection gained from expert analysis of company culture, strategic aspiration and management style ensuring our candidate recommendations are a fine and accurate match to the required selection criteria.





2. A Word about Our Values

You will always find us:

Courteous

Accountable

Focused

Questioning

Transparent

Trustworthy

Our overarching purpose is to help lay the solid foundations for organisational value creation through people – their motivation, contribution, development and recruitment.

Establishing the values critical for business success forms a significant part of what we do. Our own company values guide our direction in this regard and ensure we deliver to high qualitative and client expectations.





3. Team Build and Culture

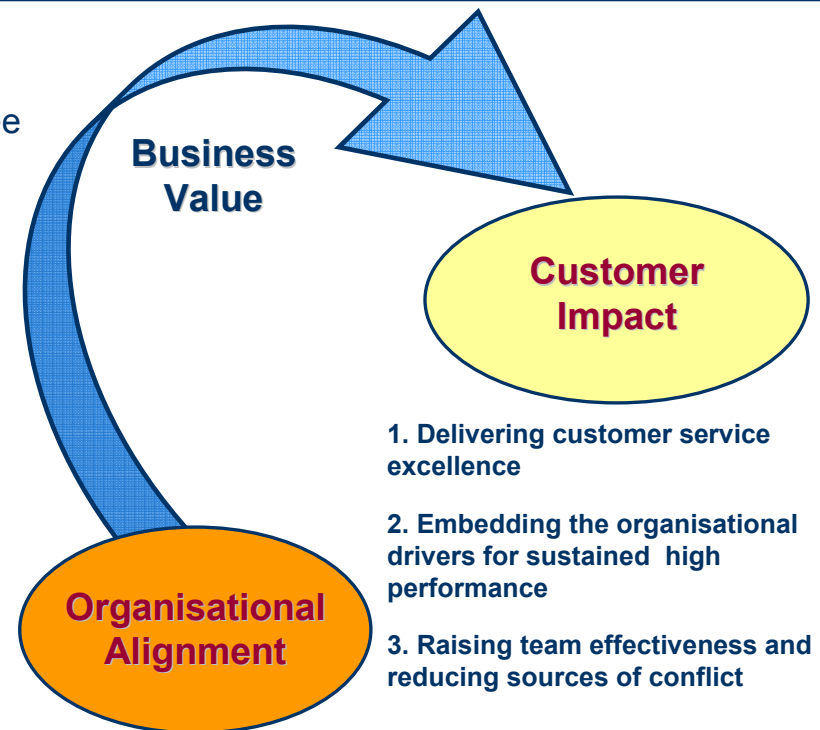
Our framework approach uniquely aligns business strategy, employee engagement and customer value creation offering a delivery mechanism for on-going cultural, team and leadership development.

Our **Strategy Review Programmes** chart a clear heading through helping define competitive landscapes and simplify customer choice.

Our **Cultural Transformation Programmes** centre upon the fundamentals of employee motivation, team effectiveness and relationship management developing high performance cultures of excellence.

Our **Customer Engagement Programmes** assess the improvements required to raise service excellence from Programme Delivery, Relationship Management and Brand Definition perspectives.

Each programme of work is individually tailored to each client organisation where we often manage collaborative programmes involving cross functional teams and / or customer – supplier working groups.





4. Branded Content

Our Branded Content has been uniquely designed and incorporates documented and proved techniques which have been applied in many scenarios to raise team performance, reduce conflict and deliver sustained high customer service:

Team Contribution Framework©: Reviews team effectiveness through an analysis of the fundamental drivers to organisational high performance. Analyses the strategic alignment of performance objectives and the creation of a unified mindset to ensure sustained team accountability and performance.

Customer Engagement Route Map©: Applies a structured analysis to the measurement of the strength of the customer relationship: Programme Delivery, Relationship Management and Brand Definition.

Customer Engagement Survey©: Covers a twelve point analysis of the customer relationship centring upon the critical aspects which are pivotal for customer service excellence.

Talent Release Survey©: Maps the corporate health of an organisation based upon a six dimensional paradigm analysing the degree to which an organisation is fully maximising the skills and talents of its people in the pursuit of corporate goals and value creation.





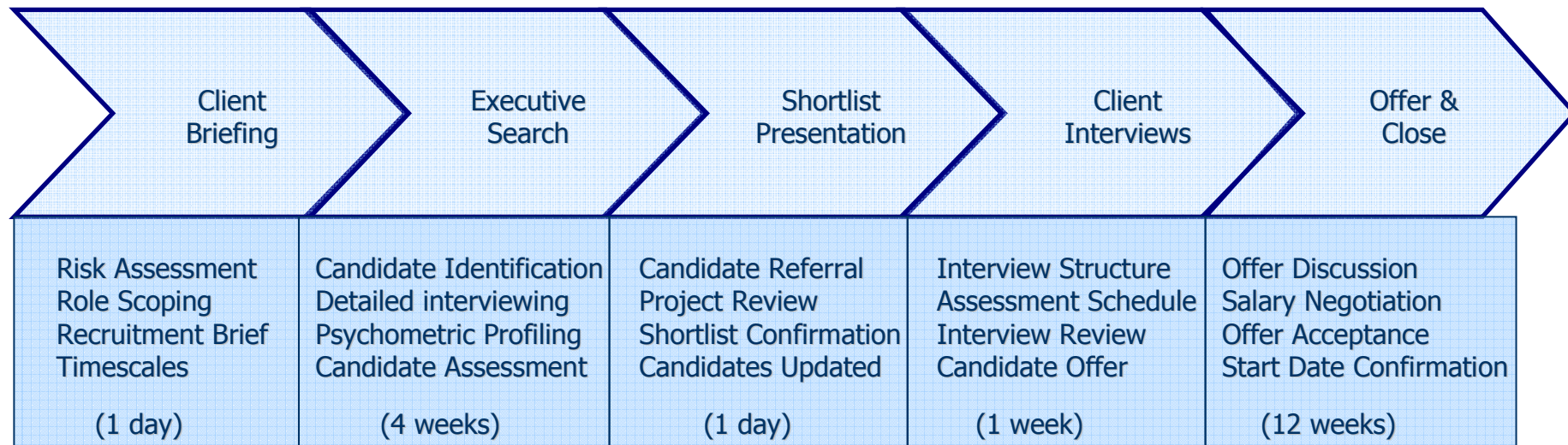
5. Recruitment Services

Our expertise within organisational design and development aids immeasurably in our ability to identify, assess and recommend candidate suitability to a particular company and role.

Combining a mature understanding of the dynamics of people and organisation and relating these to strategic expectations ensures that we are able to probe constructively and empathically with our clients to gain an excellent understanding of a specific recruitment requirement.

We are experts at recruitment marketing, candidate approach and interview selection. We have an extensive network of contacts throughout many industries and the infrastructure connections to quickly identify potential shortlists of qualified candidates.

A typical executive search programme is outlined below:





6. Case Studies

European Energy Provider: Retained by Main Board to scope the newly created role of Managing Director of Information Technology. Defined key skills and talent indicators. Designed and managed the hiring process requiring structured interviews and formal candidate presentations on IT strategy propositions. Conducted an external executive search exercise in conjunction with internal interviewing of selected employees. Presented findings and recommendations to the Main Board. Secured the services of an outstanding individual who transformed the delivery capability of IT, driving forward culture change and enhancing productivity whilst substantially reducing costs and overheads.

Global Systems Integrator: Analysed drivers and barriers for people productivity, sustained high performance and effective customer engagement on a £multi-million MoD battlespace communications development programme. Enabled more powerful customer interaction, enhanced people performance and improved customer delivery capability. Applied innovative scenario planning techniques to identify and resolve core sources of conflict. Invited to continue the programme of work over a four year period running multiple workshop programmes in house and also managing external events at Middle Aston Leadership Centre. Succeeded in reducing conflict and substantially raising morale resulting in improved programme delivery and enhanced customer satisfaction.

Global Management Consultancy: Helped drive the growth and development of the London office (£100m turnover) to become the most profitable operation of this global management consultancy prior to its acquisition. Over a three year period, hired Partners for new lines of business and key project, business and technology specialists.

Convergence Technology Consultancy: Managed company growth from inception. Conducted workshops to establish cultural cohesion, recruitment framework design, interview techniques and policy implementation. Hired senior management team and business / technology specialists in product development, programme management, marketing, sales and creative design. Company grew successfully from 10 to 70 personnel over a twelve month period.



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7. References

“The scoping, planning and implementation of this high profile recruitment exercise gave us the confidence that we selected the outstanding candidate for the role.”

HR Director, European Energy Provider

“You have significantly contributed to the strengthening of an effective relationship with one of our key customers.”

Account Director, Global IT Services Provider, £multi-million MoD programme

“Thank you for helping us to refocus on what we do best. We now have a greater understanding of our management style and have gained new and penetrating insights into our organisational strengths and strategic vulnerabilities.”

Managing Director, I.T. Services Consultancy

“The feedback to our ‘Top 50’ Managers away day was excellent. Your input provided a fascinating and thought provoking insight into the way organisations work.”

Operations Director, European Energy Provider

“Hunter provided a strong sense of validation to my business aspirations and personal career goals. I would recommend them to any manager seeking to achieve breakthrough results in their business.”

Managing Director Europe, Global Management Consultancy



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8. Client Portfolio

Adways (Reuters, Paris)	Human Factors Europe
British Aerospace	Lockheed Martin
British Airways	Logica CMG
Capita Advisory Services	Marshall Aerospace
Cap Gemini	Microsoft Consulting
Citibank NA	Ministry of Defence (MoD)
Credit Suisse, (Zurich)	NCR (Atlanta, USA)
CSC, Computer Sciences	Optial Risk Management
EDF Energy	Prudential Corporation plc
EDS	Warm Seas (Dubai)

For further qualification on our services, please contact **Haydn Parry, Managing Director** on the telephone number below, or email Haydn at hrp@hunterstrategic.com



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